

**JACK JEFFERSON, PT**  
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A highly successful licensed physical therapy manager with more than 20 years' experience in designing, teaching and implementing state-of-the-art therapy programs for patients from one of Northern California's most prestigious medical centers.

Outstanding skills in management, analysis, planning and organization. An expert physical therapist with a recognized record for producing innovative physical therapy programs.

## **EXPERIENCE**

**San Francisco Hospital**, San Francisco, California

2001-Present

### **Physical Therapy Division Manager**

Directed physical therapy operations with a team of 30, including 19 physical therapists supporting more than 10,000 patient visits per year. Prepared budgets, recruited and trained staff, created new and/or modified programs for pain management, Parkinson's exercise, brain injury and strokes.

- Created a physical therapy incentive program that provided either time off or monetary compensation for exceeding productivity standards. Productivity improved up to 10%.
- Reduced the physical therapist turnover rate from 50% to less than 20%.
- Took a department with a poor reputation and elevated it to national recognition.
- Made 70 presentations on various physical therapy topics, representing the hospital at local, state and national conferences.
- Created a new criteria-based performance review system that was employed twice a year and became the basis of salary increases. This produced a marked increase in the Division's professionalism.
- Participated in creating the program evaluation system for the Physical Medicine and Rehabilitation Department. This was essential for accreditation by the Commission on Accreditation of Rehabilitation Facilities (CARF).
- Established a computer hardware setup within the Department, which reduced terminal needs by 25%.
- Created a new sense of teamwork and career ladders for aides, assistants and physical therapists.

**Lincoln Memorial Hospital**, Los Angeles, California

1992-2001

### **Senior Consultant (2000-2001)**

Advised more than 20 hospitals across the country on setting up rehabilitation units and/or refining existing rehabilitation departments as part of a for-profit consulting service.

- Participated in the creation of three rehabilitation departments and assisted four other hospitals with rehabilitation program development.

### **Physical Therapy Manager, Rehabilitation Services (1994-2000)**

Directed physical therapy operations for a 79-bed rehabilitation unit.

- Created a working policy on the use of serial casting for rehabilitation patients. This procedure eliminated the necessity for surgery on some patients.

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**Lincoln Memorial Hospital, Continued**

- Implemented a joint-interdisciplinary home evaluation for patients, which prescribed what rehabilitation support and equipment patients needed upon discharge.

**Staff Physical Therapist (1992-1994)**

Evaluated and identified patient problems. Created and implemented treatment programs for patients with a variety of neuro-muscular and skeletal problems.

- Modified the chronic pain management program and started a head injury program that became highly successful.
- Designed and implemented a self-defense program for people with disabilities.

**Good Health Hospital, Los Angeles, California**

1988-1992

**Staff Physical Therapist (1992)**

**Physical Therapy Aide (1988-1991)**

Treated patients with neuro-muscular and skeletal problems.

**EDUCATION**

**Teaching Hospital of Los Angeles, School of Physical Therapy, Los Angeles, California**

**Post Bachelor Certificate, Physical Therapy**

**University of Michigan, Detroit, Michigan**

**Bachelor of Arts, Psychology**

**AFFILIATIONS**

American Physical Therapy Association (APTA)  
California Administrative Special Interest Group (CASIG)  
Los Angeles Physical Therapy Directors Forum  
California Association of Rehabilitation Facilities (CALARF)

**CERTIFICATE/LICENSE**

Physical Therapy, State of California #PT 0000

**PUBLICATIONS**

"Incentive Plans for Physical Therapy," published by the American Physical Therapy Association, Administration Section, 2001

"An Additional PT Treatment - Self Protection for the Disabled," PT Clinical Management Journal, 1995

"Self-Defense Program for the Physically Disabled," Lincoln Memorial Hospital, Los Angeles, 1994